NOAA REPORT

Vol. III, No. 9 September 1994

Sen. Dominici Opens N.M. Forecast Office: "The WSR-88D is a marvel of modern technology that will save lives and contribute to the economic well-being of all of New Mexico," declared Sen. Pete Dominici during a ceremony last month to dedicate the new NWS forecast office in Albuquerque. Dominici joined Harry Hassel, NWS southern region director in opening the office and its state-of-the-art Doppler radar. Local NWS officials called the new radar "a quantum leap" in weather technology.

New NMFS Southwest Director Named: Hilda Diaz-Soltero, secretary of the Department of Natural Resources in Puerto Rico, has been named director of the NMFS Southwest regional office in Long Beach, Calif. Diaz-Soltero is the first Hispanic to head one of the fisheries service's nine major field installations. Her past experience in fisheries management includes serving as the U.S. Fish and Wildlife Service's assistant regional director for fisheries and federal aid.

During her tenure as secretary of Puerto Rico's Department of Natural Resources, Diaz-Soltero's responsibilities encompassed the effect of environmental actions on the economic development of the fishing industry, establishment of an endangered species program, and strengthening of fisheries management, research and enforcement.

continued on page 8

NEWS BRIEFS

INSIDE THIS MONTH…

U.S. Forecast System to Help Relieve Centuries Old Flood Problem in China

New flood prediction capabilities for two of China's major flood-prone rivers is on its way, thanks to an agreement between NOAA and the People's Republic of China.

"China's major rivers have a great impact on the country's economy," said Commerce Secretary Ron Brown. "The river forecast initiative is just the latest example of how U.S. technology transfer can bring tremendous economic and social benefits to other parts of the world."

Over the centuries China has experienced some of the world's most catastrophic flooding. A particularly damaging flood in 1935 left 890,000 dead and 12.5 million people homeless; in 1982 flooding damaged or destroyed more than 400,000 homes.

Flood Toll Seen at 1,800 Lives

Current flooding in China's southern provinces has left more than 1,800 people dead and caused an estimated $8 billion in damages.

Implementation of the Water Resources Forecast System (WARFS), which is based on prototype components developed over 20 years by scientists with the National Weather Service, will allow China's water resource managers to make critical decisions to protect lives and property in the flood plain.

The WARFS technology will be of particular benefit on China's most complex and unpredictable body of water, the Huai River, said Curtis Barrett, director of technology transfer for the NWS Office of Hydrology.

"China recognizes that it needs to significantly improve the collecting and processing of hydrological data to make good flood and drought management decisions," Barrett said. Once the system is in place on the Huai River, the Yangtze River will be next in line.

Developed for U.S. Rivers

WARFS includes commercial computer workstations and software, and hydrometeorological software originally developed by the weather service to forecast floods and droughts along rivers

continued on page 6

Six NOAA Scientists Receive 1993 Presidential Rank Awards

It's gratifying to see the Federal system placing high value on scientific leadership," says Jerry D. Mahlman, reflecting on the significance of his Presidential Rank Award, one of six given to NOAA scientists this year.

Each year the President rewards outstanding career Senior Executive Service (SES) members whose achievements are exceptional for an extended period of time. Only one percent of SES members may receive the rank of "Distinguished Executive" for sustained extraordinary accomplishment, with an award of $20,000. Just five percent of them may receive the rank of "Meritorious Executive" for sustained accomplishment, with an award of $10,000.

At the recent 1993 Presidential Rank Awards ceremony, six of the 14 awards went to NOAA employees: Jerry D. Mahlman and Steven Pennoyer, who were "Distinguished Executive" award recipients, and Eddie N. Bernard, Ronald D. McPherson, Thomas D.

continued on page 6

Bluefin Team to Produce New Plan

A team of experts named by NOAA will evaluate findings of a National Academy of Sciences report that reevaluates past assessments of Atlantic bluefin tuna stocks.

The team will make recommendations about policy and management issues raised by the report, which will help establish the U.S. position on bluefin tuna conservation measures in consultation with U.S. delegates and the advisory committee to the International Commission for the Conservation of Atlantic Tuna (ICCAT). The NAS report incorporates data compiled through 1992.

No Evidence for Decline

The NAS review panel found that there is no evidence that bluefin stocks have declined since 1988. At the same time, however, the review panel found that the Atlantic bluefin population is only about 20 percent of 1970s levels. The review panel updated previous assessments by revising some input data and including new estimates of the rate of exchange between fisheries in the western and eastern Atlantic.

NAS's National Research Council concludes that there is significant "interchange" of the highly migratory bluefin between the Western Atlantic and those in the Eastern Atlantic and Mediterranean Sea. Previously, fisheries service scientists had analyzed bluefin as two separate units and had made management recommendations based on this analysis.

"We are committed to making management decisions based on the best available scientific information, and we deeply appreciate the thoroughness and thoughtfulness of this report," said Rolland A. Schmitten, NMFS director. "This report represents a significant step forward in determining the status of this species and the management decisions we must make. It is encouraging that the Academy has found that the stocks appear to have stabilized recently, but it's clear that bluefin stocks are only a fraction of what they once were."

Significant Cross-Migration

The NAS report, while acknowledging that two separate spawning areas exist, says that cross-migration or "interchange" between fisheries in the Western and Eastern Atlantic is significant and should be taken into account in managing Atlantic bluefin tuna.

The U.S. manages bluefin tuna under the Atlantic Tunas Convention Act, and is obligated under ATCA and ICCAT to follow international recommendations on quota levels, minimum sizes and gear restrictions.

Schmitten added, "The study reflects our commitment to seek the very best science for our policy and management decisions—decisions that are made in the long-term interest of the fish and fishermen by allowing bluefin stocks to stabilize and remain available for harvest."

Texas Turtle Strandings Fall

Only eight sea turtles washed up dead on the entire Texas coast in mid-August—one-seventh the number in July when the shrimp season re-opened—following NMFS's stepped-up effort to enforce the federal requirement that shrimp boats carry turtle excluder devices (TEDs) in their nets.

In the first full week of the season, from July 10-16, 55 federally protected sea turtles washed up, or stranded, on Texas beaches. During the second week, when the fisheries service bolstered its enforcement effort, that number dropped to 29.

"I'm proud of the enforcement efforts. I'm delighted with the cooperation we've gotten from the majority of shrimpers. And I'm very, very relieved that these stranding numbers have fallen so low," said Andrew Kemmerer, director of the fisheries service's Southeast regional office in St. Petersburg, Fla.

Others Help in Enforcement

Kemmerer said that at one point more than 104 persons were involved in enforcement activities, including 14 from the fisheries service, 10 from the Texas Parks and Wildlife Department, and 80 from the U.S. Coast Guard.

The fisheries service was helped by the Sea Turtle Stranding and Salvage Network, comprised of federal, state and volunteer workers who walk the Texas shore looking for stranded turtles and other marine animals. Also involved were numerous federal, state and university researchers who compiled and analyzed fishery, biological and oceanographic data to help target enforcement efforts.

A TED is a special device attached to a shrimp trawl and designed to shunt turtles safely out of the net, where they would otherwise drown.

The shrimping season began July 7, following the opening of the so-called Texas closure, an annual two-month suspension of shrimping in Texas waters so that young shrimp can migrate from coastal inlets to deeper water and grow to market size.

Seven Serious Violations

From July 19-27, enforcement officers boarded 188 shrimp vessels and found 24 violations, seven of them serious enough to warrant the seizure of almost $170,000 worth of shrimp and fish. According to Kemmerer, the serious violations were such that they would almost certainly have resulted in a turtle's being killed if it had been caught in such a net.

"The fact that fewer than four percent of these boardings revealed serious violations confirms what we have believed all along," said Kemmerer. "Only a small fraction of shrimpers are ignoring the law. The vast majority are trying to use TEDs properly so that turtles are protected."

During the height of the shrimp season, more than 4,000 shrimp vessels may be operating in the western Gulf of Mexico.

All Threatened or Endangered

Of the five species of sea turtle found off the U.S. coast, all are listed as threatened or endangered and are protected by federal law.

Shrimp fishermen who fail to take the required steps to prevent turtles from being caught or drowned in their nets run the risk of civil fines up to $12,000 and having their catch seized under the federal Endangered Species Act.

Dr. Gordon Dunn, Hurricane Pioneer, Dies

Gordon E. Dunn, director at the National Hurricane Center in Miami from 1955 until his retirement in 1968 died September 12th in South Miami, Fla. He was 89.

For much of his 44-year career he was considered among the world's foremost experts in tropical weather forecasting and a strong advocate of preparedness.

His climb through the forecasting ranks began with his transfer in 1926 to

continued on page 8

Zevin Named No. 2 at Weather Service

Dr. Susan F. Zevin, director of the Weather Service's Eastern Region, has been named Deputy Assistant Administrator for Operations. She will take over the responsibilities of Robert C. Landis, now with the World Meteorological Organization (WMO).

"Susan Zevin has led the Eastern Region well along the road to modernization and will now join us at Weather Service Headquarters as part of a team that will lead us through this critical period," said Dr. Elbert W. Friday, Jr., Assistant NOAA Administrator for Weather Services. "We are pleased to have her aboard."

Modernization Work

In addition to overseeing day-to-day operations, Zevin's work with the Weather Service's Modernization and Restructuring effort in the Eastern Region had her supervising the installation of almost two dozen state-of-the-art Weather Forecast Offices and associated Doppler Weather radar facilities.

"The modernization program put great demands on our leadership as we had to continue providing weather services 24-hours-a-day while rebuilding our infrastructure from the ground up," Friday noted. "Susan Zevin performed extremely well in her regional managerial role."

Prior to her six-year tenure as Eastern Region Director and a year as Deputy Director, Zevin served as Senior Hydrologist for Program Plans and Analysis at Weather Services Headquarters and Services Focal Point in the modernization's Transition Program Office.

The Washington, DC native's academic credentials include a Ph.D in Hydrology and Water Resources from the University of Arizona; a Masters Degree in Geography from the University of Tel Aviv, Israel; and a B.A. in Geography from the University of Pittsburgh.

'A Great Asset'

D. James Baker, NOAA Administrator, approved Friday's recommendation of

continued on page 7

Diversity: Balance in the Workplace

(This is the first in a series of columns by NOAA Under Secretary D. James Baker on important issues relating to the agency. This column will become a regular feature in NOAA Report. Feedback on the issues discussed in each column is encouraged. Please write to NOAA Report, 14th Street and Constitution Ave. NW., Room 6013, Washington, DC 20230, or contact NOAA Report via Banyan mail at column@pa@noaa, *or Internet at* column@hq.noaa.gov.*)*

Recently, I had the opportunity to speak with NOAA employees about a critical issue facing our agency: diversity in the workplace. Commerce Secretary Ron Brown has initiated a plan that will help ensure that our workplace is more reflective of the people that make up our Nation. This means that NOAA must look at ways to increase the pool of talent we draw from in order to accomplish our mission.

As an agency with a largely scientific and technical mission, this has proven to be a challenge, since women and minorities have been under represented in science and technology disciplines. We recognize this imbalance, so as part of our agency commitment to diversity, we are working to aggressively recruit previously untapped talent pools and to provide appropriate educational opportunities for those who have been traditionally underserved. But we recognize it is going to take much more than revamped recruitment measures to achieve the goal of a balanced and qualified work force.

To complement Secretary Brown's diversity proposal, NOAA is developing a plan of its own. The success of this plan will depend to a large extent on the importance each one of us places on this issue and the priority we make it in our daily work lives.

Participation is critical. The Diversity Plan we propose offers a variety of opportunities for each of us to play a significant role in achieving a balanced work force.

First and foremost, diversity means inclusion. Our ability to actively involve all NOAA employees

D. JAMES BAKER

in the decision making process will determine whether we are successful in achieving diversity. It means that senior managers need to listen to a broad range of views and incorporate them in their decision making process. It is imperative that all employees be valued for their contributions regardless of their rank in the organization.

Opportunity is a critical next step. This element includes a combination of aggressive external recruiting measures and internal measures to enhance employee promotion potential. A new mentoring program, along with already existing programs such as the Senior Executive Service Develop-

continued on page 8

Focus On . . .

NOAA Weather Radio

This fall, Department of Commerce employees will have an unique opportunity to bring NOAA Weather Radio, the "voice of the National Weather Service," into their homes at a substantial savings—and the savings may be more than financial.

Midland LMR, a leader in consumer electronics, is offering all Department of Commerce employees their new seven channel weather monitor (Model 70-109W) at the low price of $35.27. These units retail in electronic stores for $99.95.

What is NOAA Weather Radio? NOAA Weather Radio is a service provided by the National Weather Service that broadcasts weather reports and warnings around-the-clock to battery-operated home radio receivers. The model being offered by Midland automatically sounds an alarm whenever the National Weather Service issues a severe weather warning in the service area. The receiver can be set to listen to routine weather information, or it can remain silent, standing by to provide the automatic warning when it's given.

A LIFE & DEATH DIFFERENCE

Why should you have a weather radio in your home? According to Stan Johnson, NOAA Weather Radio program manager, the answer is simple.

"In many instances, NOAA Weather Radios advise people of severe weather alerts and warnings ahead of the mass media, buying extra time for people to react before dangerous storms hit their areas," said Johnson. "When you're in the path of a severe storm, minutes and seconds can mean the difference between life and death."

For example, recall the news coverage of last spring when in Cherokee County, Alabama more than 20 members of the Goshen United Methodist Church were killed and many others critically injured after the "Palm Sunday Tornado" devastated the area. Vice President Al Gore, in a visit to the ravaged site said, "Storms and other natural disasters kill and injure, ruin lives, devastate whole communities and cost billions of dollars. We can't prevent these storms, but we can reduce their impact."

A NOAA Weather Radio may have provided adequate warning to the members of the Goshen congregation to seek shelter from the pending tornado.

NATIONAL 'ALL HAZARDS' SYSTEM

In addition to broadcasting up-to-the-minute weather forecasts, NOAA is

NOAA Weather Radio

The new NOAA Weather Radio logo combines the threat of severe weather with the immediacy of radio communications.

Milk Cartons Promote Radio Warnings

Washington, D.C., area residents now can learn all about NOAA Weather Radio's life-saving capabilities as they munch their favorite breakfast cereals or cook in their kitchens.

Word of NOAA's weather warnings appear on a quarter million milk cartons being distributed by Giant Food Inc. in the Washington metro area.

Department of Commerce Secretary Ronald H. Brown welcomed the Weather Service promotion, saying it was an effective way of heightening public awareness of the existence of NOAA weather broadcasts that provide citizens with early warning of

continued on page 5

teaming up with the Federal Emergency Management Agency to turn NOAA Weather Radio into an "all hazards" warning and emergency communications system for the nation. Beyond life threatening weather events, NOAA Weather Radio will provide in the near future pre- and post-event communication service to areas hit by earthquakes, volcanoes, wildfires, as well as technological accidents such as oil spills, and hazardous material incidents including messages on where to get food and shelter, medical services and the location of disaster application centers.

"Our goal is to someday have a NOAA Weather Radio in every home, just like a smoke detector, and in all schools, hospitals and other public gathering places," explained Dr. Elbert W. Friday, Jr. director of the National Weather Service. "NOAA Weather Radio gives people the kind of information they need to safeguard themselves and their homes during a disaster for less than the cost of an average pair of shoes."

Department of Commerce employees can help realize this goal by buying NOAA Weather Radios for their own homes or as gifts for family and friends. Look for an upcoming message in your electronic mail that will contain information on when the Midland receivers will be on sale and how you can purchase one for your home.

—Randee Exler

DC Supermarket Offers Weather Radio With Your Morning Corn Flakes

continued from page 4

dangerous weather and advise them on what action to take to ensure their safety.

Public-Private Partnership

"We are very enthusiastic about this project. It is a fine example both of the kind of public-private partnerships the Department of Commerce is fostering and of our efforts to effectively serve our customers," he said.

The Giant milk carton promotion is part of a government-private sector initiative begun by Vice President Al Gore to strengthen the nation's weather radio network and reduce the risk to lives and property when severe weather strikes.

The Vice President's initiative is aimed at expanding the network of transmitters to reach 95 percent of the population. The initiative was launched after 20 worshippers at the Goshen United Methodist Church in Piedmont, Ala., were killed when a tornado struck the church on Palm Sunday last March.

The tragedy may have been averted if the church had been equipped with an inexpensive weather radio, NOAA officials said.

'A Weather Radio in Every Home'

"Our goal is to someday have a NOAA Weather Radio in every home, just like a smoke detector, in schools, hospitals and other public places," said National Weather Service Director Elbert W. Friday Jr.

The NOAA Weather Radio network has been broadcasting since the early 1970s. But the fact was not well known to the public.

Part of the educational campaign recommends that homes and public gathering places be equipped with special tone-alert weather radios, which sit silently until automatically activated by a special broadcast tone that precedes emergency announcements and warnings.

NOAA Weather Radio offers warnings for potential tornadoes, severe storms and flooding. This system also carries broadcasts of man-made hazards such as gas or oil spills. Regular forecasts are also broadcast 24 hours a day.

Toll-Free Number

A toll-free phone number on the cartons—1-800-777-NOAA—offers consumers more information on the NOAA Weather Radio network and where they can go to purchase a weather radio receiver.

Cows for Alarm: *The side of Giant milk cartons now features NOAA Weather Radio*

Three Named Top Research Employees

Three OAR researchers have been named NOAA oceanic and atmospheric research employees of the year.

Beth Chertock, an oceanographer with the Environmental Technology Laboratory in Boulder, Colo., was recognized for her contributions as a member of the NOAA Polar Satellite Requirements Review Team and the Interagency Working Group on Polar Satellite Convergence. Their work will lead to the integration of NOAA's Polar-orbiting Operational Environmental Satellite Program, the Defense Department's Defense Meteorological Satellite Program, and elements of NASA's Earth Observing System.

Clark W. King, an ETL meteorologist in Boulder, Colo., was recognized for his work as the field program manager for the Denver Brown Cloud Study, for a study of recent elevated carbon monoxide episodes in Denver, for ETL's participation in an Energy Department study; and for developing a series of major air quality meteorology field programs throughout California.

Elizabeth Hess, the administrative officer for the Environmental Research Laboratory in Silver Spring, Md., was recognized for enhancing the dissemination of administrative information between headquarters and field laboratories around the country.

Six NOAA Scientists Honored by President

continued from page 1

Potter, and Michael F. Tillman, who were "Meritorious Executive" award recipients.

Leader in Climate Research

Jerry Mahlman is director of the Geophysical Fluid Dynamics Laboratory (GFDL) and a professor in the atmospheric and oceanic sciences program at Princeton University. Mahlman is well-known for his modeling research on the circulation and chemistry of the stratosphere and for his national leadership on global warming issues.

Under Mahlman's direction, GFDL has consolidated its position as a leading research laboratory in computer modeling of climate, stratosphere, ocean circulation, and long-range weather.

Improved Fisheries Management

Steven Pennoyer, director of NMFS's Alaska region, has worked to improve fisheries management. He has been able to focus the North Pacific Fishery Management Council's efforts on fair and equitable allocations of the Nation's most valuable fishery resource, Alaska groundfish, among multiple highly competitive users. Pennoyer has developed a coalition of state, Federal, and Native American scientists and managers in Alaska and the Pacific Northwest for formulating ground-breaking policy permitting maximum participation by all concerned parties.

Expanded Research

Eddie Bernard is director of the OAR/ERL Pacific Marine Environmental Laboratory (PMEL). His leadership has resulted in several new programs, a significant growth in laboratory funding, the recruitment of new scientists, and the development of a new infrastructure.

Bernard has developed or expanded research efforts for relating the survival of fishery stock to environmental factors and for monitoring and understanding the deep-ocean hydrothermal systems resulting from underwater volcanic eruptions.

New Ties with Academia

Ronald D. McPherson is director of the NWS's National Meteorological Center. As chief of the Center's Operations Division, he established a Distinguished Visiting Forecaster program, which improved the relationship between Center and field forecasters and built new ties between the operational forecasting community and academia.

Since McPherson's appointment as director of the National Meteorological Center, the Center has set new records for the accuracy of both short-range forecasts of winds for commercial aviation and of general forecasts for the coming week.

First User Workshop

Thomas D. Potter, regional director of the NWS's Western Region, has held several key posts in NOAA, along with assigned posts at the World Meteorological Organization in Geneva, Switzerland.

As director of the National Climatic Data Center, Potter held the first user workshop to determine changing needs for climate data and information as climate change became a national and global issue. While directing the Environmental Data and Information Service (subsequently incorporated into NESDIS), Potter helped NOAA become the Federal environmental data and information leader. As the WMO's World Climate Program director, Potter helped establish international consensus among scientists that man-made greenhouse gases played an important role in changing the global climate.

Strength NMFS Role

As director of NMFS's Office of Protected Resources, Michael F. Tillman helped strengthen NMFS's role in NOAA-wide science efforts, especially in the Coastal Ocean Program and in the Climate and Global Change program.

As the NMFS Senior Scientist and the Deputy Assistant Administrator for Fisheries, Tillman attained leadership positions on boards and councils of prestigious organizations affiliated with research funding for projects that further NMFS and NOAA missions.

Tillman, currently the director of the Southwest Fisheries Science Center, has achieved recognition in marine mammal and protected species conservation.

NOAA-China Effort to Control Floods

continued from page 1

in the United States. Sophisticated computer models incorporate past weather and hydrological data with a system of hydrologic models that accurately predict flows along the river.

The U.S. private sector stands to benefit from this relationship through exporting the computer hardware and software technologies as well as potentially through the export of data acquisition and telecommunications systems. U.S. engineering companies are likely to be called upon to provide supporting services to China. A similar project already exists on the Nile River in Africa.

The river forecast project is the latest in a 15-year series of cooperative efforts between the two nations. Since 1979, under three separate science and technology protocols, NOAA has actively collaborated with various Chinese government agencies to address issues in oceanography, hydrology, and atmospheric science and meteorology. These protocols, two of which are managed by NOAA and one by the U.S. Geological Survey, include cooperation in aquaculture, water resource management, air-sea interaction studies, meteorology, and weather forecasting, among others.

Zevin Named No. 2 at NWS

continued from page 3

Zevin stating, "The administration of President Clinton is pleased to see a woman of Susan Zevin's caliber elevated to a top leadership position in the National Weather Service. Dr. Zevin has made great strides in modernizing the Weather Service in the Eastern Region and we are confident that her knowledge and leadership ability will make her a great asset at Weather Service Headquarters."

Students Gain Computer Skills at NESDIS

Six local students interested in science and engineering are developing their computer skills in an eight-week NOAA program.

The students are assigned to NESDIS in Suitland, Md. The six students have identified their interests and goals, and have been assigned to areas that will enable them to further explore these interests. Three students are working with the Office of Satellite Data Processing and Distribution; three are with the Office of Research and Applications.

The students working with the Office of Satellite Data Processing and Distribution are:

Sherice Shields, a senior from Largo High School, whose goal is to be an engineer. Sherice is working with the Satellite Services Division, creating computer data bases.

Jack Davis, a senior from Ballou High School, who plans to become an electrical or mechanical engineer. Jack is programming computers, using his skills in Basic. He is also learning and using his skills in Fortran and Harvard Graphics in the Ingest Systems Branch of the Information Processing Division.

Participating in the program are, left to right: Sherice Shields, Ihsan Beezer, Larason Lambert (NESDIS coordinator), Marion Garrison, Christopher Nettles (with the NWS program), James Herndon, Anthony Martin, and Jack Davis.

Ihsan Beezer, a junior from Bishop McNamara High School, whose plans include chemical engineering and computer science. Ihsan is taking inventory of equipment and commercial software in the Satellite Services Division.

The students working with the Office of Research and Applications are:

James Herndon, a senior from St. John's College High School, whose future will include computer engineering and aeronautical engineering. James is using his programming skills in Pascal, Fortran and Basic for satellite data retrieval in the Satellite Applications Laboratory.

Anthony Martin, a junior from Woodrow Wilson High School, who is interested in biomedical engineering. Anthony is working with the Satellite Research Laboratory using Lotus to generate statistical parameters.

Marion Garrison, a senior from Largo High School, who plans to become a computer engineer. Marion is working on a PC-oriented project that involves digital and video image processing in the Satellite Applications Laboratory.

Joint Program With DC's Howard U.

The eight-week program, the Metropolitan Consortium for Minorities in Engineering, is administered by Howard University's School of Engineering in cooperation with NOAA's Office of Civil Rights.

Airborne Ocean Salinity Mapper Tested

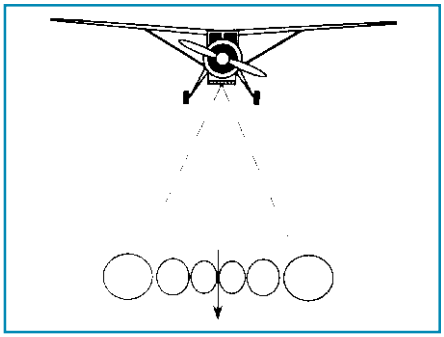
Initial flight tests of a new NOAA system for mapping coastal ocean salinity have been completed,.

The system is designed to be operated from small, single-engine aircraft. It is smaller than older systems, which had to be flown on C-130's because of size. The new system can produce salinity maps at the rate of 100 square kilometers per hour, with 100-meter spatial resolution, said officials from NESDIS, which conducted the testing.

"The system, called the scanning low-frequency microwave radiometer, is a unique collection of passive instruments that gather information about the surface salinity and temperature of coastal waters by measuring their natural emission in the microwave and far-infrared bands," said NOAA scientist James Zaitzeff.

The mapper system was fitted to a U6-A DeHavilland Beaver aircraft, owned by the Virginia Institute of Marine Science and used for flight tests. The most recent test established an accuracy range of 1-1.5 parts per thousand salinity of the water surface.

NESDIS anticipates collaborating with other NOAA and Federal agencies and academia in coastal ecosystem health, hydrological and coastal forecasting activities where salinity data are critical.



The new airborne coastal ocean salinity mapper scans at three angles, using a DeHaviland Beaver aircraft and a Scanning Low-Frequency Microwave Radiometer.

These studies include the Florida Bay restoration, Mississippi Delta and Gulf of Mexico brown shrimp distribution studies.

continued from page 1

"I am very happy about Ms. Diaz-Soltero joining us," said Rolland Schmitten, NMFS director. "Not only has she demonstrated her dedication and management abilities in the environmental arena, but is a leader in initiating and implementing workplace diversity programs."

New approach to ecosystem monitoring: Scientists at the Northwest Fisheries Science Center in Seattle have developed a new and integrated approach to evaluating the nature and extent of contamination in marine systems.

While initially applied in Washington's Puget Sound, these techniques will be useful in the rapid and cost-effective monitoring of marine environmental quality.

"The early identification of contaminants is crucial in reducing their impact and improving restoration programs," said Usha Varanasi, director of the Northwest Fisheries Science Center. "The contamination of a marine ecosystem generally does not occur in one rapid event, but slowly over the course of time. As with the accumulation of contaminants, the range of effects occurs over time, depending on the type and level of pollution."

NEWS BRIEFS

WASC Whackers: Eight employees of NOAA's Western Administrative Support Center in Seattle recently joined 3,500 other volunteers of the United Way of King County and the Combined Federal Campaign for a "Day of Caring." The WASC employees weeded, trimmed, mowed. pruned and "whacked" the two acre site of the neighborhood Boys and Girls Club. Participating employees included Jan Sullivan, Mila Regala, Heide Sickles, Christie Jarosz, Klint Demitrio, Bob Henderson, Don Caldwell and Dave Feeney.

Joint Program: NOAA has joined with nine other Federal agencies in the Coastal America partnership, which administers over 90 environmental projects in 23 states with more than 200 public and private organizations.

Dunn, Former Hurricane Center Chief, Dies

continued from page 3

the Weather Bureau Central Office in Washington, D.C. He served as a junior observer, and later as a scientific aid in the Bureau's Aerological Division, and as a meteorologist with the Forecast Division.

During his five years in Washington, new ideas about the science of mid-latitude cyclones emerged. He applied and refined these innovations, taking a lot of the guesswork out of tropical weather forecasting.

During the early years of World War II, Dunn set up a tropical forecasting center in China to help B-29's on bombing raids on Tokyo. The War Department awarded him the Medal of Freedom.

Dunn returned from the war and was designated meteorologist-in-charge of all forecasting activities in Chicago, where he served from 1943 to 1955. He was widely respected as a skillful teacher of forecasting techniques. By the time he left Chicago, half of the supervisory forecasters in the Weather Bureau had worked in the Chicago office under his guidance.

In 1955 he was appointed director, National Hurricane Center.

Baker: On Diversity in the Workplace

continued from page 3

ment program, will help open new career development paths for many more NOAA employees.

For our efforts to be effective, we must ensure the accessibility of NOAA leadership. This means strengthening the complaint and grievance process. There is no reason that it should take months or even years to resolve outstanding issues. Improving NOAA's responsiveness to employee concerns will involve working closely with the various unions that represent NOAA personnel.

Diversity training is another important component of our strategy. Learning to recognize and appreciate diverse talents, contributions and cultures is a key to our success. Conflict resolution training will be required for managers and will be offered to as many employees as possible.

All of these elements will be meaningless, however, unless we ensure that strong sound management practices are in place. We are committed to ensuring that managers have the necessary training and tools to do their jobs well. We are also committed to ensuring that managers demonstrate how NOAA's diversity goals are being accomplished.

To complete the circle there will need to be evaluation and communication at all levels. Both the Department of Commerce and NOAA are committed to making this a meaningful exercise. Diversity Councils are being set up both in NOAA and the Department. Managers and employees will have opportunities to participate in evaluating which efforts are working and in recommending areas in which additional improvements are needed. The NOAA Diversity Council will meet monthly and consult with me quarterly to discuss progress and areas of concern.

I look forward to hearing your suggestions as we continue to make NOAA the best workplace that it can be. I invite you to submit your comments and concerns. Together, we can make NOAA an example of a successful scientific and environmental stewardship agency that reflects the talents and skills of all Americans.

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